

C-1 10.5 MONTHS PAID 11 MONTHS

Steps	14-15 Salary Schedule					
	Column 1 BA	Column 2 BA + 36	Column 3 BA + 54	Column 4 BA + 54	Column 5 BA + 60	Column 6 BA + 75
1	\$ 4,450	\$ 4,451	\$ 4,452	\$ 4,453	\$ 4,479	\$ 4,658
2	\$ 4,451	\$ 4,452	\$ 4,453	\$ 4,479	\$ 4,658	\$ 4,835
3	\$ 4,452	\$ 4,453	\$ 4,479	\$ 4,658	\$ 4,835	\$ 5,010
4	\$ 4,453	\$ 4,689	\$ 4,835	\$ 5,010	\$ 5,328	\$ 5,640
5	\$ 4,538	\$ 4,689	\$ 4,835	\$ 5,010	\$ 5,328	\$ 5,640
6	\$ 4,687	\$ 4,851	\$ 5,010	\$ 5,328	\$ 5,640	\$ 5,961
7	\$ 4,833	\$ 5,014	\$ 5,328	\$ 5,640	\$ 5,961	\$ 6,275
8	\$ 4,905	\$ 5,090	\$ 5,409	\$ 5,726	\$ 6,050	\$ 6,507
9	\$ 4,953	\$ 5,140	\$ 5,462	\$ 5,782	\$ 6,111	\$ 6,958
10	\$ 4,953	\$ 5,140	\$ 5,462	\$ 5,782	\$ 6,111	\$ 7,306
11	\$ 4,953	\$ 5,140	\$ 5,462	\$ 5,782	\$ 6,111	\$ 7,415
12	\$ 4,953	\$ 5,140	\$ 5,462	\$ 5,782	\$ 6,111	\$ 7,415
13	\$ 4,953	\$ 5,140	\$ 5,462	\$ 5,782	\$ 6,111	\$ 7,415
14	\$ 4,953	\$ 5,140	\$ 5,462	\$ 5,782	\$ 6,111	\$ 7,415
15	\$ 4,953	\$ 5,140	\$ 5,462	\$ 5,782	\$ 6,111	\$ 7,415

Steps	15-16 Salary Schedule w/ 6% raise					
	Column 1 BA	Column 2 BA + 36	Column 3 BA + 54	Column 4 BA + 54	Column 5 BA + 60	Column 6 BA + 75
1	\$ 4,717	\$ 4,718	\$ 4,719	\$ 4,720	\$ 4,748	\$ 4,937
2	\$ 4,718	\$ 4,719	\$ 4,720	\$ 4,748	\$ 4,937	\$ 5,125
3	\$ 4,719	\$ 4,720	\$ 4,748	\$ 4,937	\$ 5,125	\$ 5,311
4	\$ 4,720	\$ 4,799	\$ 4,937	\$ 5,125	\$ 5,311	\$ 5,648
5	\$ 4,810	\$ 4,970	\$ 5,125	\$ 5,311	\$ 5,648	\$ 5,978
6	\$ 4,968	\$ 5,142	\$ 5,311	\$ 5,648	\$ 5,978	\$ 6,319
7	\$ 5,123	\$ 5,315	\$ 5,648	\$ 5,978	\$ 6,319	\$ 6,662
8	\$ 5,199	\$ 5,395	\$ 5,734	\$ 6,070	\$ 6,413	\$ 7,003
9	\$ 5,250	\$ 5,448	\$ 5,790	\$ 6,129	\$ 6,478	\$ 7,144
10	\$ 5,250	\$ 5,448	\$ 5,790	\$ 6,129	\$ 6,478	\$ 7,560
11	\$ 5,250	\$ 5,448	\$ 5,790	\$ 6,129	\$ 6,478	\$ 7,860
12	\$ 5,250	\$ 5,448	\$ 5,790	\$ 6,129	\$ 6,478	\$ 7,860
13	\$ 5,250	\$ 5,448	\$ 5,790	\$ 6,129	\$ 6,478	\$ 7,860
14	\$ 5,250	\$ 5,448	\$ 5,790	\$ 6,129	\$ 6,478	\$ 7,860
15	\$ 5,250	\$ 5,448	\$ 5,790	\$ 6,129	\$ 6,478	\$ 7,860

Steps	16-17 Salary Schedule with equalizing after 6%					
	Column 1 BA	Column 2 BA + 36	Column 3 BA + 54	Column 4 BA + 54	Column 5 BA + 60	Column 6 BA + 75
1	\$ 4,717	\$ 4,761	\$ 4,805	\$ 4,849	\$ 4,893	\$ 4,937
2	\$ 4,784	\$ 4,847	\$ 4,928	\$ 5,009	\$ 5,091	\$ 5,229
3	\$ 4,850	\$ 4,933	\$ 5,051	\$ 5,169	\$ 5,289	\$ 5,522
4	\$ 4,917	\$ 5,019	\$ 5,174	\$ 5,329	\$ 5,487	\$ 5,814
5	\$ 4,984	\$ 5,105	\$ 5,297	\$ 5,489	\$ 5,685	\$ 6,106
6	\$ 5,050	\$ 5,191	\$ 5,420	\$ 5,649	\$ 5,883	\$ 6,398
7	\$ 5,117	\$ 5,277	\$ 5,544	\$ 5,809	\$ 6,081	\$ 6,691
8	\$ 5,184	\$ 5,362	\$ 5,667	\$ 5,965	\$ 6,280	\$ 6,983
9	\$ 5,250	\$ 5,448	\$ 5,790	\$ 6,129	\$ 6,478	\$ 7,275
10	\$ 5,250	\$ 5,448	\$ 5,790	\$ 6,129	\$ 6,478	\$ 7,560
11	\$ 5,250	\$ 5,448	\$ 5,790	\$ 6,129	\$ 6,478	\$ 7,860
12	\$ 5,250	\$ 5,448	\$ 5,790	\$ 6,129	\$ 6,478	\$ 7,860
13	\$ 5,250	\$ 5,448	\$ 5,790	\$ 6,129	\$ 6,478	\$ 7,860
14	\$ 5,250	\$ 5,448	\$ 5,790	\$ 6,129	\$ 6,478	\$ 7,860
15	\$ 5,250	\$ 5,448	\$ 5,790	\$ 6,129	\$ 6,478	\$ 7,860

Steps	% Increase after raise and equalizing					
	Column 1 BA	Column 2 BA + 36	Column 3 BA + 54	Column 4 BA + 54	Column 5 BA + 60	Column 6 BA + 75
1	6.00%	6.99%	7.97%	8.95%	9.24%	5.99%
2	7.47%	8.87%	10.67%	11.63%	9.00%	8.15%
3	8.95%	10.78%	12.77%	10.97%	9.39%	10.21%
4	10.42%	10.86%	11.08%	10.22%	9.53%	9.12%
5	9.82%	8.87%	9.56%	9.56%	6.71%	8.77%
6	7.75%	7.00%	8.19%	6.02%	4.32%	7.14%
7	5.68%	5.24%	4.05%	3.00%	2.02%	6.83%
8	5.68%	5.35%	4.76%	4.24%	3.79%	4.58%
9	6.00%	6.00%	6.00%	6.00%	6.00%	3.58%
10	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
11	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
12	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
13	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
14	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
15	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%

Steps	16-17 Salary Schedule with equalizing after 6% - Grandfather					
	Column 1 BA	Column 2 BA + 36	Column 3 BA + 54	Column 4 BA + 54	Column 5 BA + 60	Column 6 BA + 75
1	\$ 4,717	\$ 4,761	\$ 4,805	\$ 4,849	\$ 4,893	\$ 4,937
2	\$ 4,784	\$ 4,847	\$ 4,928	\$ 5,009	\$ 5,091	\$ 5,229
3	\$ 4,850	\$ 4,933	\$ 5,051	\$ 5,169	\$ 5,289	\$ 5,522
4	\$ 4,917	\$ 5,019	\$ 5,174	\$ 5,329	\$ 5,487	\$ 5,814
5	\$ 4,984	\$ 5,105	\$ 5,297	\$ 5,489	\$ 5,685	\$ 6,106
6	\$ 5,050	\$ 5,191	\$ 5,420	\$ 5,649	\$ 5,978	\$ 6,398
7	\$ 5,117	\$ 5,277	\$ 5,544	\$ 5,809	\$ 6,081	\$ 6,691
8	\$ 5,184	\$ 5,362	\$ 5,667	\$ 5,965	\$ 6,280	\$ 6,983
9	\$ 5,250	\$ 5,448	\$ 5,790	\$ 6,129	\$ 6,478	\$ 7,275
10	\$ 5,250	\$ 5,448	\$ 5,790	\$ 6,129	\$ 6,478	\$ 7,560
11	\$ 5,250	\$ 5,448	\$ 5,790	\$ 6,129	\$ 6,478	\$ 7,860
12	\$ 5,250	\$ 5,448	\$ 5,790	\$ 6,129	\$ 6,478	\$ 7,860
13	\$ 5,250	\$ 5,448	\$ 5,790	\$ 6,129	\$ 6,478	\$ 7,860
14	\$ 5,250	\$ 5,448	\$ 5,790	\$ 6,129	\$ 6,478	\$ 7,860
15	\$ 5,250	\$ 5,448	\$ 5,790	\$ 6,129	\$ 6,478	\$ 7,860

Steps	% Increase after raise and equalizing - Grandfather					
	Column 1 BA	Column 2 BA + 36	Column 3 BA + 54	Column 4 BA + 54	Column 5 BA + 60	Column 6 BA + 75
1	6.00%	6.99%	7.97%	8.95%	9.24%	5.99%
2	7.47%	8.87%	10.67%	11.63%	9.00%	8.15%
3	8.95%	10.78%	12.77%	10.97%	9.39%	10.21%
4	10.42%	10.86%	11.08%	10.22%	9.53%	9.12%
5	9.82%	8.87%	9.56%	9.56%	6.71%	8.77%
6	7.75%	7.00%	8.19%	6.02%	4.32%	7.14%
7	5.68%	5.24%	4.05%	3.00%	2.02%	6.83%
8	5.68%	5.35%	4.76%	4.24%	3.79%	4.58%
9	6.00%	6.00%	6.00%	6.00%	6.00%	3.58%
10	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
11	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
12	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
13	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
14	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
15	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%

Used salary prior to sequencing to account for grandfathered individuals

C-1 10 MONTHS PAID 11 MONTHS

Steps	14-15 Salary Schedule					
	Column 1 BA	Column 2 BA + 18	Column 3 BA + 36	Column 4 BA + 54	Column 5 BA + 60	Column 6 BA + 75
1	\$ 4,338	\$ 4,328	\$ 4,243	\$ 4,256	\$ 4,256	\$ 4,435
2	\$ 4,338	\$ 4,329	\$ 4,241	\$ 4,256	\$ 4,256	\$ 4,604
3	\$ 4,239	\$ 4,241	\$ 4,266	\$ 4,285	\$ 4,504	\$ 4,771
4	\$ 4,241	\$ 4,311	\$ 4,435	\$ 4,604	\$ 4,772	\$ 5,074
5	\$ 4,322	\$ 4,485	\$ 4,604	\$ 4,772	\$ 5,074	\$ 5,371
6	\$ 4,464	\$ 4,620	\$ 4,772	\$ 5,074	\$ 5,371	\$ 5,677
7	\$ 4,602	\$ 4,775	\$ 5,074	\$ 5,371	\$ 5,677	\$ 5,976
8	\$ 4,671	\$ 4,847	\$ 5,151	\$ 5,454	\$ 5,763	\$ 6,292
9	\$ 4,717	\$ 4,896	\$ 5,202	\$ 5,506	\$ 5,820	\$ 6,627
10	\$ 4,717	\$ 4,896	\$ 5,202	\$ 5,506	\$ 5,820	\$ 6,958
11	\$ 4,717	\$ 4,896	\$ 5,202	\$ 5,506	\$ 5,820	\$ 7,062
12	\$ 4,717	\$ 4,896	\$ 5,202	\$ 5,506	\$ 5,820	\$ 7,062
13	\$ 4,717	\$ 4,896	\$ 5,202	\$ 5,506	\$ 5,820	\$ 7,062
14	\$ 4,717	\$ 4,896	\$ 5,202	\$ 5,506	\$ 5,820	\$ 7,062
15	\$ 4,717	\$ 4,896	\$ 5,202	\$ 5,506	\$ 5,820	\$ 7,062

Steps	15-16 Salary Schedule w/ 6% raise					
	Column 1 BA	Column 2 BA + 18	Column 3 BA + 36	Column 4 BA + 54	Column 5 BA + 60	Column 6 BA + 75
1	\$ 4,492	\$ 4,492	\$ 4,493	\$ 4,495	\$ 4,522	\$ 4,701
2	\$ 4,492	\$ 4,492	\$ 4,493	\$ 4,495	\$ 4,522	\$ 4,880
3	\$ 4,493	\$ 4,493	\$ 4,495	\$ 4,522	\$ 4,701	\$ 4,980
4	\$ 4,495	\$ 4,570	\$ 4,701	\$ 4,880	\$ 5,058	\$ 5,378
5	\$ 4,581	\$ 4,733	\$ 4,880	\$ 5,058	\$ 5,378	\$ 5,693
6	\$ 4,732	\$ 4,897	\$ 5,058	\$ 5,378	\$ 5,693	\$ 6,018
7	\$ 4,878	\$ 5,062	\$ 5,378	\$ 5,693	\$ 6,018	\$ 6,335
8	\$ 4,951	\$ 5,138	\$ 5,460	\$ 5,781	\$ 6,109	\$ 6,670
9	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,025
10	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486
11	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486
12	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486
13	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486
14	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486
15	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486

Steps	16-17 Salary Schedule with squaring after 6%					
	Column 1 BA	Column 2 BA + 18	Column 3 BA + 36	Column 4 BA + 54	Column 5 BA + 60	Column 6 BA + 75
1	\$ 4,492	\$ 4,534	\$ 4,576	\$ 4,618	\$ 4,659	\$ 4,701
2	\$ 4,556	\$ 4,616	\$ 4,693	\$ 4,770	\$ 4,848	\$ 4,980
3	\$ 4,619	\$ 4,698	\$ 4,810	\$ 4,923	\$ 5,037	\$ 5,258
4	\$ 4,683	\$ 4,780	\$ 4,928	\$ 5,075	\$ 5,226	\$ 5,536
5	\$ 4,746	\$ 4,862	\$ 5,045	\$ 5,227	\$ 5,414	\$ 5,815
6	\$ 4,810	\$ 4,944	\$ 5,162	\$ 5,379	\$ 5,693	\$ 6,093
7	\$ 4,878	\$ 5,023	\$ 5,280	\$ 5,532	\$ 5,792	\$ 6,372
8	\$ 4,937	\$ 5,108	\$ 5,397	\$ 5,684	\$ 5,990	\$ 6,650
9	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 6,929
10	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,207
11	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486
12	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486
13	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486
14	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486
15	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486

Steps	% Increase after raise and squaring					
	Column 1 BA	Column 2 BA + 18	Column 3 BA + 36	Column 4 BA + 54	Column 5 BA + 60	Column 6 BA + 75
1	6.00%	6.99%	7.95%	8.88%	9.73%	10.00%
2	7.50%	8.95%	10.66%	11.81%	13.11%	14.18%
3	8.97%	10.78%	12.76%	14.95%	17.00%	18.18%
4	10.41%	12.68%	15.11%	17.22%	19.50%	21.11%
5	9.81%	11.88%	13.58%	15.51%	17.71%	18.73%
6	7.74%	9.01%	10.66%	12.22%	14.22%	15.62%
7	5.89%	7.25%	8.40%	9.75%	11.00%	12.10%
8	6.00%	7.39%	8.77%	10.00%	11.25%	12.50%
9	6.00%	7.39%	8.77%	10.00%	11.25%	12.50%
10	6.00%	7.39%	8.77%	10.00%	11.25%	12.50%
11	6.00%	7.39%	8.77%	10.00%	11.25%	12.50%
12	6.00%	7.39%	8.77%	10.00%	11.25%	12.50%
13	6.00%	7.39%	8.77%	10.00%	11.25%	12.50%
14	6.00%	7.39%	8.77%	10.00%	11.25%	12.50%
15	6.00%	7.39%	8.77%	10.00%	11.25%	12.50%

Steps	18-17 Salary Schedule with squaring after 6% - Grandfather					
	Column 1 BA	Column 2 BA + 18	Column 3 BA + 36	Column 4 BA + 54	Column 5 BA + 60	Column 6 BA + 75
1	\$ 4,492	\$ 4,534	\$ 4,576	\$ 4,618	\$ 4,659	\$ 4,701
2	\$ 4,556	\$ 4,616	\$ 4,693	\$ 4,770	\$ 4,848	\$ 4,980
3	\$ 4,619	\$ 4,698	\$ 4,810	\$ 4,923	\$ 5,037	\$ 5,258
4	\$ 4,683	\$ 4,780	\$ 4,928	\$ 5,075	\$ 5,226	\$ 5,536
5	\$ 4,746	\$ 4,862	\$ 5,045	\$ 5,227	\$ 5,414	\$ 5,815
6	\$ 4,810	\$ 4,944	\$ 5,162	\$ 5,379	\$ 5,693	\$ 6,093
7	\$ 4,878	\$ 5,023	\$ 5,280	\$ 5,532	\$ 5,792	\$ 6,372
8	\$ 4,951	\$ 5,138	\$ 5,460	\$ 5,781	\$ 6,109	\$ 6,670
9	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,025
10	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,375
11	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486
12	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486
13	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486
14	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486
15	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486

Steps	% Increase after raise and squaring - Grandfather					
	Column 1 BA	Column 2 BA + 18	Column 3 BA + 36	Column 4 BA + 54	Column 5 BA + 60	Column 6 BA + 75
1	6.00%	6.99%	7.95%	8.88%	9.73%	10.00%
2	7.50%	8.95%	10.66%	11.81%	13.11%	14.18%
3	8.97%	10.78%	12.76%	14.95%	17.00%	18.18%
4	10.41%	12.68%	15.11%	17.22%	19.50%	21.11%
5	9.81%	11.88%	13.58%	15.51%	17.71%	18.73%
6	7.74%	9.01%	10.66%	12.22%	14.22%	15.62%
7	5.89%	7.25%	8.40%	9.75%	11.00%	12.10%
8	6.00%	7.39%	8.77%	10.00%	11.25%	12.50%
9	6.00%	7.39%	8.77%	10.00%	11.25%	12.50%
10	6.00%	7.39%	8.77%	10.00%	11.25%	12.50%
11	6.00%	7.39%	8.77%	10.00%	11.25%	12.50%
12	6.00%	7.39%	8.77%	10.00%	11.25%	12.50%
13	6.00%	7.39%	8.77%	10.00%	11.25%	12.50%
14	6.00%	7.39%	8.77%	10.00%	11.25%	12.50%
15	6.00%	7.39%	8.77%	10.00%	11.25%	12.50%

Use salary prior to learning to account for grandfathered individuals

10 MONTHS OVER 11 MONTHS - C-2

Steps	14-13 Salary Schedule					
	Column 1 BA	Column 2 BA+18	Column 3 BA+36	Column 4 BA+54	Column 5 BA+60	Column 6 BA+75
1	\$ 3,765	\$ 3,847	\$ 3,930	\$ 4,100	\$ 4,265	\$ 4,435
2	\$ 3,875	\$ 4,003	\$ 4,100	\$ 4,266	\$ 4,435	\$ 4,604
3	\$ 4,045	\$ 4,157	\$ 4,265	\$ 4,435	\$ 4,604	\$ 4,772
4	\$ 4,184	\$ 4,311	\$ 4,435	\$ 4,604	\$ 4,772	\$ 5,074
5	\$ 4,322	\$ 4,465	\$ 4,604	\$ 4,772	\$ 5,074	\$ 5,371
6	\$ 4,464	\$ 4,620	\$ 4,772	\$ 5,074	\$ 5,371	\$ 5,677
7	\$ 4,602	\$ 4,775	\$ 5,074	\$ 5,371	\$ 5,677	\$ 5,976
8	\$ 4,671	\$ 4,847	\$ 5,151	\$ 5,454	\$ 5,763	\$ 6,292
9	\$ 4,717	\$ 4,896	\$ 5,202	\$ 5,506	\$ 5,820	\$ 6,627
10	\$ 4,717	\$ 4,896	\$ 5,202	\$ 5,506	\$ 5,820	\$ 6,958
11	\$ 4,717	\$ 4,896	\$ 5,202	\$ 5,506	\$ 5,820	\$ 7,062
12	\$ 4,717	\$ 4,896	\$ 5,202	\$ 5,506	\$ 5,820	\$ 7,062
13	\$ 4,717	\$ 4,896	\$ 5,202	\$ 5,506	\$ 5,820	\$ 7,062
14	\$ 4,717	\$ 4,896	\$ 5,202	\$ 5,506	\$ 5,820	\$ 7,062
15	\$ 4,717	\$ 4,896	\$ 5,202	\$ 5,506	\$ 5,820	\$ 7,062

Steps	15-16 Salary Schedule w/ 6% raise					
	Column 1 BA	Column 2 BA+18	Column 3 BA+36	Column 4 BA+54	Column 5 BA+60	Column 6 BA+75
1	\$ 3,991	\$ 4,078	\$ 4,165	\$ 4,346	\$ 4,522	\$ 4,701
2	\$ 4,108	\$ 4,243	\$ 4,346	\$ 4,522	\$ 4,701	\$ 4,880
3	\$ 4,288	\$ 4,406	\$ 4,522	\$ 4,701	\$ 4,880	\$ 5,058
4	\$ 4,435	\$ 4,570	\$ 4,701	\$ 4,880	\$ 5,058	\$ 5,278
5	\$ 4,591	\$ 4,733	\$ 4,880	\$ 5,058	\$ 5,278	\$ 5,603
6	\$ 4,732	\$ 4,897	\$ 5,058	\$ 5,278	\$ 5,603	\$ 6,018
7	\$ 4,878	\$ 5,062	\$ 5,278	\$ 5,603	\$ 6,018	\$ 6,335
8	\$ 4,951	\$ 5,138	\$ 5,460	\$ 5,781	\$ 6,109	\$ 6,670
9	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,025
10	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,375
11	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486
12	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486
13	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486
14	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486
15	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486

Steps	16-17 Salary Schedule with squaring, after 6%					
	Column 1 BA	Column 2 BA+18	Column 3 BA+36	Column 4 BA+54	Column 5 BA+60	Column 6 BA+75
1	\$ 3,991	\$ 4,133	\$ 4,275	\$ 4,417	\$ 4,559	\$ 4,701
2	\$ 4,117	\$ 4,265	\$ 4,430	\$ 4,594	\$ 4,760	\$ 4,980
3	\$ 4,243	\$ 4,397	\$ 4,585	\$ 4,772	\$ 4,962	\$ 5,258
4	\$ 4,369	\$ 4,529	\$ 4,740	\$ 4,949	\$ 5,163	\$ 5,536
5	\$ 4,495	\$ 4,661	\$ 4,895	\$ 5,127	\$ 5,364	\$ 5,815
6	\$ 4,622	\$ 4,793	\$ 5,048	\$ 5,304	\$ 5,585	\$ 6,093
7	\$ 4,748	\$ 4,926	\$ 5,204	\$ 5,482	\$ 5,787	\$ 6,272
8	\$ 4,874	\$ 5,058	\$ 5,359	\$ 5,659	\$ 5,968	\$ 6,650
9	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 6,923
10	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,207
11	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486
12	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486
13	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486
14	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486
15	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486

Steps	% Increase after raise and squaring					
	Column 1 BA	Column 2 BA+18	Column 3 BA+36	Column 4 BA+54	Column 5 BA+60	Column 6 BA+75
1	6.00%	7.43%	8.78%	7.23%	6.87%	6.00%
2	6.25%	6.55%	8.05%	7.70%	7.34%	8.16%
3	4.90%	5.78%	7.47%	7.60%	7.77%	10.18%
4	4.43%	5.06%	6.87%	7.50%	8.19%	9.11%
5	4.01%	4.40%	6.31%	7.43%	8.27%	8.27%
6	3.53%	3.75%	5.81%	7.54%	8.30%	7.34%
7	3.17%	3.15%	5.17%	7.06%	7.58%	6.20%
8	4.34%	4.35%	4.04%	2.76%	3.58%	5.70%
9	6.00%	6.00%	6.00%	6.00%	6.00%	4.55%
10	6.00%	6.00%	6.00%	6.00%	6.00%	3.58%
11	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
12	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
13	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
14	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
15	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%

Steps	16-17 Salary Schedule with squaring, after 6% - Grandfather					
	Column 1 BA	Column 2 BA+18	Column 3 BA+36	Column 4 BA+54	Column 5 BA+60	Column 6 BA+75
1	\$ 3,991	\$ 4,133	\$ 4,275	\$ 4,417	\$ 4,559	\$ 4,701
2	\$ 4,117	\$ 4,265	\$ 4,430	\$ 4,594	\$ 4,760	\$ 4,980
3	\$ 4,243	\$ 4,406	\$ 4,585	\$ 4,772	\$ 4,962	\$ 5,258
4	\$ 4,369	\$ 4,570	\$ 4,740	\$ 4,949	\$ 5,163	\$ 5,536
5	\$ 4,495	\$ 4,733	\$ 4,895	\$ 5,127	\$ 5,378	\$ 5,815
6	\$ 4,622	\$ 4,927	\$ 5,064	\$ 5,378	\$ 5,633	\$ 6,093
7	\$ 4,748	\$ 4,962	\$ 5,371	\$ 5,593	\$ 6,016	\$ 6,372
8	\$ 4,874	\$ 5,118	\$ 5,460	\$ 5,781	\$ 6,109	\$ 6,572
9	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,025
10	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,375
11	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486
12	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486
13	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486
14	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486
15	\$ 5,000	\$ 5,190	\$ 5,514	\$ 5,836	\$ 6,169	\$ 7,486

Steps	% Increase after raise and squaring - Grandfather					
	Column 1 BA	Column 2 BA+18	Column 3 BA+36	Column 4 BA+54	Column 5 BA+60	Column 6 BA+75
1	6.00%	7.43%	8.78%	7.23%	6.87%	6.00%
2	6.25%	6.55%	8.05%	7.70%	7.34%	8.16%
3	6.00%	6.00%	7.47%	7.60%	7.77%	10.18%
4	6.00%	6.00%	6.87%	7.50%	8.19%	9.11%
5	6.00%	6.00%	6.31%	7.43%	8.27%	8.27%
6	6.00%	6.00%	5.00%	6.00%	6.00%	7.34%
7	6.00%	6.00%	6.00%	6.00%	6.00%	6.50%
8	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
9	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
10	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
11	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
12	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
13	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
14	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
15	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%

Used salary prior to squaring to account for grandfathered individuals

C-1 10 MONTHS PAID 12 MONTHS

Steps	14-15 Salary Schedule					
	Column 1 BA	Column 2 BA + 18	Column 3 BA + 36	Column 4 BA + 54	Column 5 BA + 60	Column 6 BA + 75
1	\$ 4,275	\$ 4,275	\$ 4,277	\$ 4,301	\$ 4,327	\$ 4,472
2	\$ 4,275	\$ 4,275	\$ 4,277	\$ 4,301	\$ 4,327	\$ 4,472
3	\$ 4,276	\$ 4,277	\$ 4,301	\$ 4,327	\$ 4,352	\$ 4,511
4	\$ 4,277	\$ 4,347	\$ 4,472	\$ 4,602	\$ 4,631	\$ 5,116
5	\$ 4,258	\$ 4,350	\$ 4,642	\$ 4,811	\$ 5,116	\$ 5,417
6	\$ 4,301	\$ 4,659	\$ 4,811	\$ 5,116	\$ 5,417	\$ 5,725
7	\$ 4,640	\$ 4,815	\$ 5,116	\$ 5,417	\$ 5,725	\$ 6,026
8	\$ 4,710	\$ 4,888	\$ 5,194	\$ 5,499	\$ 5,810	\$ 6,145
9	\$ 4,757	\$ 4,936	\$ 5,245	\$ 5,553	\$ 5,869	\$ 6,182
10	\$ 4,757	\$ 4,936	\$ 5,245	\$ 5,553	\$ 5,869	\$ 6,182
11	\$ 4,757	\$ 4,936	\$ 5,245	\$ 5,553	\$ 5,869	\$ 6,182
12	\$ 4,757	\$ 4,936	\$ 5,245	\$ 5,553	\$ 5,869	\$ 6,182
13	\$ 4,757	\$ 4,936	\$ 5,245	\$ 5,553	\$ 5,869	\$ 6,182
14	\$ 4,757	\$ 4,936	\$ 5,245	\$ 5,553	\$ 5,869	\$ 6,182
15	\$ 4,757	\$ 4,936	\$ 5,245	\$ 5,553	\$ 5,869	\$ 6,182

Steps	15-16 Salary Schedule w/ 6% raise					
	Column 1 BA	Column 2 BA + 18	Column 3 BA + 36	Column 4 BA + 54	Column 5 BA + 60	Column 6 BA + 75
1	\$ 4,529	\$ 4,532	\$ 4,533	\$ 4,534	\$ 4,539	\$ 4,740
2	\$ 4,532	\$ 4,533	\$ 4,534	\$ 4,535	\$ 4,740	\$ 4,921
3	\$ 4,533	\$ 4,534	\$ 4,535	\$ 4,740	\$ 4,931	\$ 5,100
4	\$ 4,534	\$ 4,569	\$ 4,740	\$ 4,931	\$ 5,100	\$ 5,433
5	\$ 4,619	\$ 4,719	\$ 4,931	\$ 5,100	\$ 5,433	\$ 5,742
6	\$ 4,711	\$ 4,931	\$ 5,100	\$ 5,433	\$ 5,742	\$ 6,089
7	\$ 4,938	\$ 5,181	\$ 5,433	\$ 5,742	\$ 6,089	\$ 6,388
8	\$ 4,993	\$ 5,181	\$ 5,506	\$ 5,829	\$ 6,159	\$ 6,726
9	\$ 5,042	\$ 5,232	\$ 5,560	\$ 5,886	\$ 6,220	\$ 7,083
10	\$ 5,042	\$ 5,232	\$ 5,560	\$ 5,886	\$ 6,220	\$ 7,437
11	\$ 5,042	\$ 5,232	\$ 5,560	\$ 5,886	\$ 6,220	\$ 7,548
12	\$ 5,042	\$ 5,232	\$ 5,560	\$ 5,886	\$ 6,220	\$ 7,548
13	\$ 5,042	\$ 5,232	\$ 5,560	\$ 5,886	\$ 6,220	\$ 7,548
14	\$ 5,042	\$ 5,232	\$ 5,560	\$ 5,886	\$ 6,220	\$ 7,548
15	\$ 5,042	\$ 5,232	\$ 5,560	\$ 5,886	\$ 6,220	\$ 7,548

Steps	16-17 Salary Schedule with squaring after 6%					
	Column 1 BA	Column 2 BA + 18	Column 3 BA + 36	Column 4 BA + 54	Column 5 BA + 60	Column 6 BA + 75
1	\$ 4,529	\$ 4,572	\$ 4,614	\$ 4,656	\$ 4,698	\$ 4,740
2	\$ 4,594	\$ 4,654	\$ 4,732	\$ 4,810	\$ 4,888	\$ 5,021
3	\$ 4,658	\$ 4,737	\$ 4,850	\$ 4,964	\$ 5,079	\$ 5,302
4	\$ 4,732	\$ 4,819	\$ 4,968	\$ 5,117	\$ 5,269	\$ 5,583
5	\$ 4,786	\$ 4,932	\$ 5,087	\$ 5,271	\$ 5,459	\$ 5,863
6	\$ 4,850	\$ 4,984	\$ 5,205	\$ 5,425	\$ 5,742	\$ 6,144
7	\$ 4,918	\$ 5,191	\$ 5,471	\$ 5,742	\$ 6,069	\$ 6,425
8	\$ 4,983	\$ 5,232	\$ 5,506	\$ 5,779	\$ 6,154	\$ 6,796
9	\$ 5,042	\$ 5,232	\$ 5,560	\$ 5,886	\$ 6,220	\$ 7,083
10	\$ 5,042	\$ 5,232	\$ 5,560	\$ 5,886	\$ 6,220	\$ 7,548
11	\$ 5,042	\$ 5,232	\$ 5,560	\$ 5,886	\$ 6,220	\$ 7,548
12	\$ 5,042	\$ 5,232	\$ 5,560	\$ 5,886	\$ 6,220	\$ 7,548
13	\$ 5,042	\$ 5,232	\$ 5,560	\$ 5,886	\$ 6,220	\$ 7,548
14	\$ 5,042	\$ 5,232	\$ 5,560	\$ 5,886	\$ 6,220	\$ 7,548
15	\$ 5,042	\$ 5,232	\$ 5,560	\$ 5,886	\$ 6,220	\$ 7,548

Steps	% Increase after raise and squaring					
	Column 1 BA	Column 2 BA + 18	Column 3 BA + 36	Column 4 BA + 54	Column 5 BA + 60	Column 6 BA + 75
1	6.00%	5.94%	7.90%	8.85%	9.33%	6.00%
2	7.45%	8.84%	10.64%	11.83%	9.31%	8.17%
3	8.93%	10.75%	12.77%	10.99%	9.41%	10.20%
4	10.40%	10.85%	11.10%	10.24%	9.53%	9.12%
5	8.82%	8.86%	8.19%	8.56%	8.71%	8.24%
6	7.75%	6.99%	6.19%	6.04%	4.59%	7.32%
7	5.31%	5.23%	4.05%	2.96%	2.00%	6.62%
8	5.70%	5.35%	4.76%	4.24%	3.76%	5.69%
9	6.00%	6.00%	6.00%	6.00%	6.00%	4.56%
10	6.00%	6.00%	6.00%	6.00%	6.00%	3.59%
11	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
12	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
13	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
14	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
15	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%

Steps	16-17 Salary Schedule with squaring after 6%					
	Column 1 BA	Column 2 BA + 18	Column 3 BA + 36	Column 4 BA + 54	Column 5 BA + 60	Column 6 BA + 75
1	\$ 4,529	\$ 4,572	\$ 4,614	\$ 4,656	\$ 4,698	\$ 4,740
2	\$ 4,594	\$ 4,654	\$ 4,732	\$ 4,810	\$ 4,888	\$ 5,021
3	\$ 4,658	\$ 4,737	\$ 4,850	\$ 4,964	\$ 5,079	\$ 5,302
4	\$ 4,732	\$ 4,819	\$ 4,968	\$ 5,117	\$ 5,269	\$ 5,583
5	\$ 4,786	\$ 4,932	\$ 5,087	\$ 5,271	\$ 5,459	\$ 5,863
6	\$ 4,850	\$ 4,984	\$ 5,205	\$ 5,425	\$ 5,742	\$ 6,144
7	\$ 4,918	\$ 5,191	\$ 5,471	\$ 5,742	\$ 6,069	\$ 6,425
8	\$ 4,983	\$ 5,232	\$ 5,506	\$ 5,779	\$ 6,154	\$ 6,796
9	\$ 5,042	\$ 5,232	\$ 5,560	\$ 5,886	\$ 6,220	\$ 7,083
10	\$ 5,042	\$ 5,232	\$ 5,560	\$ 5,886	\$ 6,220	\$ 7,437
11	\$ 5,042	\$ 5,232	\$ 5,560	\$ 5,886	\$ 6,220	\$ 7,548
12	\$ 5,042	\$ 5,232	\$ 5,560	\$ 5,886	\$ 6,220	\$ 7,548
13	\$ 5,042	\$ 5,232	\$ 5,560	\$ 5,886	\$ 6,220	\$ 7,548
14	\$ 5,042	\$ 5,232	\$ 5,560	\$ 5,886	\$ 6,220	\$ 7,548
15	\$ 5,042	\$ 5,232	\$ 5,560	\$ 5,886	\$ 6,220	\$ 7,548

Steps	% Increase after raise and squaring					
	Column 1 BA	Column 2 BA + 18	Column 3 BA + 36	Column 4 BA + 54	Column 5 BA + 60	Column 6 BA + 75
1	6.00%	6.94%	7.90%	8.85%	9.33%	6.00%
2	7.45%	8.84%	10.64%	11.83%	9.31%	8.17%
3	8.93%	10.75%	12.77%	10.99%	9.41%	10.20%
4	10.40%	10.85%	11.10%	10.24%	9.53%	9.12%
5	8.82%	8.86%	8.19%	8.56%	8.71%	8.24%
6	7.75%	6.99%	6.19%	6.04%	4.59%	7.32%
7	5.31%	5.23%	4.05%	2.96%	2.00%	6.62%
8	5.70%	5.35%	4.76%	4.24%	3.76%	5.69%
9	6.00%	6.00%	6.00%	6.00%	6.00%	4.56%
10	6.00%	6.00%	6.00%	6.00%	6.00%	3.59%
11	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
12	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
13	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
14	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
15	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%

Steps	16-17 Salary Schedule with squaring after 6%					
	Column 1 BA	Column 2 BA + 18	Column 3 BA + 36	Column 4 BA + 54	Column 5 BA + 60	Column 6 BA + 75
1	\$ 4,529	\$ 4,572	\$ 4,614	\$ 4,656	\$ 4,698	\$ 4,740
2	\$ 4,594	\$ 4,654	\$ 4,732	\$ 4,810	\$ 4,888	\$ 5,021
3	\$ 4,658	\$ 4,737	\$ 4,850	\$ 4,964	\$ 5,079	\$ 5,302
4	\$ 4,732	\$ 4,819	\$ 4,968	\$ 5,117	\$ 5,269	\$ 5,583
5	\$ 4,786	\$ 4,932	\$ 5,087	\$ 5,271	\$ 5,459	\$ 5,863
6	\$ 4,850	\$ 4,984	\$ 5,205	\$ 5,425	\$ 5,742	\$ 6,144
7	\$ 4,918	\$ 5,191	\$ 5,471	\$ 5,742	\$ 6,069	\$ 6,425
8	\$ 4,983	\$ 5,232	\$ 5,506	\$ 5,779	\$ 6,154	\$ 6,796
9	\$ 5,042	\$ 5,232	\$ 5,560	\$ 5,886	\$ 6,220	\$ 7,083
10	\$ 5,042	\$ 5,232	\$ 5,560	\$ 5,886	\$ 6,220	\$ 7,437
11	\$ 5,042	\$ 5,232	\$ 5,560	\$ 5,886	\$ 6,220	\$ 7,548
12	\$ 5,042	\$ 5,232	\$ 5,560	\$ 5,886	\$ 6,220	\$ 7,548
13	\$ 5,042	\$ 5,232	\$ 5,560	\$ 5,886	\$ 6,220	\$ 7,548
14	\$ 5,042	\$ 5,232	\$ 5,560	\$ 5,886	\$ 6,220	\$ 7,548
15	\$ 5,042	\$ 5,232	\$ 5,560	\$ 5,886	\$ 6,220	\$ 7,548

Used salary prior to squaring for accounts for grandfathered individuals.

PERMIT TEACHER 12 MONTHS

14-15 Salary Schedule					
Steps	Column 1	Column 2	Column 3	Column 4	Column 5
	<40 units	40-59 units	60-89 units	90-119 units	120 units or BA
1	\$ 2,397	\$ 2,456	\$ 2,513	\$ 2,641	\$ 2,775
2	\$ 2,456	\$ 2,513	\$ 2,579	\$ 2,706	\$ 2,846
3	\$ 2,513	\$ 2,579	\$ 2,641	\$ 2,775	\$ 2,916
4	\$ 2,579	\$ 2,641	\$ 2,706	\$ 2,846	\$ 2,988
5	\$ 2,641	\$ 2,706	\$ 2,775	\$ 2,916	\$ 3,063
6	\$ 2,706	\$ 2,775	\$ 2,846	\$ 2,988	\$ 3,140
7	\$ 2,775	\$ 2,846	\$ 2,916	\$ 3,063	\$ 3,220
8	\$ 2,846	\$ 2,916	\$ 2,988	\$ 3,140	\$ 3,298
9	\$ 2,916	\$ 2,988	\$ 3,063	\$ 3,220	\$ 3,379

15-16 Salary Schedule w/ 6% raise					
Steps	Column 1	Column 2	Column 3	Column 4	Column 5
	<40 units	40-59 units	60-89 units	90-119 units	120 units or BA
1	\$ 2,541	\$ 2,603	\$ 2,664	\$ 2,799	\$ 2,942
2	\$ 2,603	\$ 2,664	\$ 2,734	\$ 2,868	\$ 3,017
3	\$ 2,664	\$ 2,734	\$ 2,799	\$ 2,942	\$ 3,091
4	\$ 2,734	\$ 2,799	\$ 2,868	\$ 3,017	\$ 3,167
5	\$ 2,799	\$ 2,868	\$ 2,942	\$ 3,091	\$ 3,247
6	\$ 2,868	\$ 2,942	\$ 3,017	\$ 3,167	\$ 3,328
7	\$ 2,942	\$ 3,017	\$ 3,091	\$ 3,247	\$ 3,413
8	\$ 3,017	\$ 3,091	\$ 3,167	\$ 3,328	\$ 3,496
9	\$ 3,091	\$ 3,167	\$ 3,247	\$ 3,413	\$ 3,582

16-17 Salary Schedule with squaring, after 6%					
Steps	Column 1	Column 2	Column 3	Column 4	Column 5
	<40 units	40-59 units	60-89 units	90-119 units	120 units or BA
1	\$ 2,541	\$ 2,641	\$ 2,741	\$ 2,841	\$ 2,942
2	\$ 2,610	\$ 2,707	\$ 2,804	\$ 2,913	\$ 3,022
3	\$ 2,678	\$ 2,773	\$ 2,868	\$ 2,984	\$ 3,102
4	\$ 2,747	\$ 2,838	\$ 2,931	\$ 3,056	\$ 3,182
5	\$ 2,816	\$ 2,904	\$ 2,994	\$ 3,127	\$ 3,262
6	\$ 2,885	\$ 2,970	\$ 3,057	\$ 3,199	\$ 3,342
7	\$ 2,953	\$ 3,036	\$ 3,120	\$ 3,270	\$ 3,422
8	\$ 3,022	\$ 3,101	\$ 3,184	\$ 3,342	\$ 3,502
9	\$ 3,091	\$ 3,167	\$ 3,247	\$ 3,413	\$ 3,582

Raise 1.06

PERMIT TEACHER 10 MONTHS PAID 11 MONTHS

14-15 Salary Schedule					
Steps	Column 1 <40 units	Column 2 40-59 units	Column 3 60-89 units	Column 4 90-119 units	Column 5 120 units or BA
1	\$ 2,178	\$ 2,232	\$ 2,285	\$ 2,401	\$ 2,522
2	\$ 2,232	\$ 2,285	\$ 2,344	\$ 2,460	\$ 2,587
3	\$ 2,285	\$ 2,344	\$ 2,401	\$ 2,522	\$ 2,651
4	\$ 2,344	\$ 2,401	\$ 2,460	\$ 2,587	\$ 2,716
5	\$ 2,401	\$ 2,460	\$ 2,522	\$ 2,651	\$ 2,785
6	\$ 2,460	\$ 2,522	\$ 2,587	\$ 2,716	\$ 2,855
7	\$ 2,522	\$ 2,587	\$ 2,651	\$ 2,785	\$ 2,927
8	\$ 2,587	\$ 2,651	\$ 2,716	\$ 2,855	\$ 2,998
9	\$ 2,651	\$ 2,716	\$ 2,785	\$ 2,927	\$ 3,072

15-16 Salary Schedule w/ 6% raise					
Steps	Column 1 <40 units	Column 2 40-59 units	Column 3 60-89 units	Column 4 90-119 units	Column 5 120 units or BA
1	\$ 2,309	\$ 2,366	\$ 2,422	\$ 2,545	\$ 2,673
2	\$ 2,366	\$ 2,422	\$ 2,485	\$ 2,608	\$ 2,742
3	\$ 2,422	\$ 2,485	\$ 2,545	\$ 2,673	\$ 2,810
4	\$ 2,485	\$ 2,545	\$ 2,608	\$ 2,742	\$ 2,879
5	\$ 2,545	\$ 2,608	\$ 2,673	\$ 2,810	\$ 2,952
6	\$ 2,608	\$ 2,673	\$ 2,742	\$ 2,879	\$ 3,026
7	\$ 2,673	\$ 2,742	\$ 2,810	\$ 2,952	\$ 3,103
8	\$ 2,742	\$ 2,810	\$ 2,879	\$ 3,026	\$ 3,178
9	\$ 2,810	\$ 2,879	\$ 2,952	\$ 3,103	\$ 3,256

16-17 Salary Schedule with squaring, after 6%					
Steps	Column 1 <40 units	Column 2 40-59 units	Column 3 60-89 units	Column 4 90-119 units	Column 5 120 units or BA
1	\$ 2,309	\$ 2,400	\$ 2,491	\$ 2,582	\$ 2,673
2	\$ 2,371	\$ 2,460	\$ 2,549	\$ 2,647	\$ 2,746
3	\$ 2,434	\$ 2,520	\$ 2,606	\$ 2,712	\$ 2,819
4	\$ 2,497	\$ 2,580	\$ 2,664	\$ 2,777	\$ 2,892
5	\$ 2,559	\$ 2,639	\$ 2,722	\$ 2,842	\$ 2,965
6	\$ 2,622	\$ 2,699	\$ 2,779	\$ 2,907	\$ 3,038
7	\$ 2,685	\$ 2,759	\$ 2,837	\$ 2,973	\$ 3,111
8	\$ 2,747	\$ 2,819	\$ 2,894	\$ 3,038	\$ 3,183
9	\$ 2,810	\$ 2,879	\$ 2,952	\$ 3,103	\$ 3,256

Raise
1.06

Attn: Mr. Alvin Nash, President
United Teachers Pasadena
626-798-5452

From: Kathleen M. Sanchez, Chief Human Resources
Pasadena Unified School District

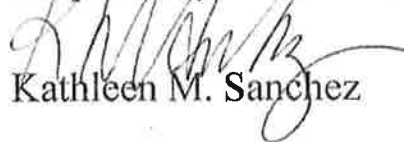
Re: Grandfathering

Dear Mr. Nash:

At this time, we would like to request your response regarding the attached correspondence dated August 24, 2016 relating to Grandfathering.

Thank you for your anticipated prompt response.

Respectfully submitted,



Kathleen M. Sanchez



Pasadena Unified School District
Human Resources

August 24, 2016

VIA EMAIL AND FACSIMILIE

Alvin Nash, President
United Teachers of Pasadena
2303 W. Washington Blvd.
Pasadena, California, 91104-1996

Re: Grandfathering

Dear Mr. Nash:

The purpose of this letter is to determine whether the District and UTP have an agreement on grandfathering the salary of certain unit members for the 2016-2017 year only. The issue is time sensitive given the upcoming first payroll for 2016-2017.

As you will recall, following the parties' May 4 tentative agreement, on May 26, 2016, I emailed you the new proposed salary schedules along with proposed grandfathered schedules. Of course, the issue of grandfathering was not discussed at the table, but was proposed by the District through my email so that all unit members would get the benefit of the full 6% increase for the 2016-2017 year. Absent grandfathering, and given the new "squared" salary schedule, some unit members will not receive the full six percent increase in their salary. Indeed, in one particular cell (Class E, Step 8), the difference exceeds \$200 per month.

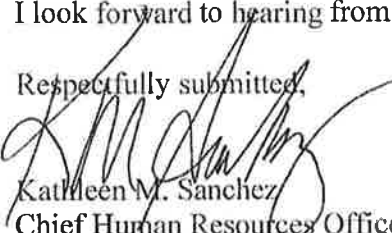
In June, on behalf of UTP, you proposed a Memorandum of Understanding ("MOU") regarding grandfathering that would be effective until July 1, 2025. Given, among other things, that the MOU provided for grandfathering beyond the term of the collective bargaining agreement, the District could not agree to the MOU. On August 10, 2016, Mr. Gallegos requested of the District a number of documents including the 2016-2017 salary schedules. Mr. Gallegos also requested an explanation of the manner in which the new squared salary schedules were calculated along with a statement regarding grandfathering of unit members whose step and class (column) placement results in earning less than the full 6% salary increase.

On August 19, 2016, the methodology behind the creation of the new squared schedules was delivered to you via email. That email also included proposed grandfathered schedules that clearly identified which unit members would be covered by the grandfathered schedules and the fact that the grandfathered schedules would be in existence for only the 2016-2017 year.

With payroll fast approaching, I called and attempted to leave a voice message. However, it appears that the message machine is not functioning. Also, I sent an email to your attention requesting that you contact me. As of yet, the District and UTP do not have an agreement on grandfathering. Accordingly, unless I receive written acknowledgement from you that UTP is in agreement with the grandfathering proposed by the new grandfathered schedules (sent to you on 8/19), payroll will be instructed to utilize the new squared schedules only and no unit member will be grandfathered. In order to allow for sufficient time to make the necessary changes required for the payroll cut off, I need to hear from you that UTP is in agreement regarding the proposed grandfathered schedules by no later than 5:00 p.m., August 25.

I look forward to hearing from you.

Respectfully submitted,



Kathleen M. Sanchez
Chief Human Resources Officer
Pasadena Unified School District
351 S. Hudson Avenue
Human Resources - Room 116
Pasadena, CA 91109
Phone (626) 396-3600 x 88779
Fax (626) 793-8674
Email: sanchez.kathleen@pusd.us

cc: Dr. Brian McDonald, Superintendent
Bernadette Griggs, Chief Business Officer
Roberto Gallegos, CTA

**PASADENA UNIFIED SCHOOL DISTRICT
 CERTIFICATED SALARY SCHEDULE (C-1#)
 10 Months paid over 11 Months
 Effective January 1, 2016 - June 30, 2018 (6% Raise)
 GRANDFATHERED SCHEDULE**

1. Provisions of the salary schedule apply to all certificated K-12 teachers in contract assignments and Early Childhood Certificated Teachers.
2. New employees are granted schedule placement credit for years of experience. Some types of non-school work experience directly related to the assignment, and/or active military service may also be considered for salary placement. Column (Class) placement is based on the number of semester units or credits beyond the BA conferral date entered on official transcripts. Initial salary placement for teachers with 0 or 1 year of experience is 5(1)#. Maximum initial step placement is at 11(7)# for teachers with seven or more years of previous service.

PREV SVC YRS	STEP*	CLASS A	CLASS B	CLASS C	CLASS D	CLASS E	CLASS F	DR'S
		BA	BA + 18	BA + 36	BA + 54	BA + 60	BA + 75	DEGREE
		**	**	**	**	Inc. MA or Earned Dr**	Inc. MA or Earned Dr**	***
0,1								
2	(5)1	4,492	4,534	4,576	4,618	4,659	4,701	
3	(6)2	4,556	4,616	4,693	4,770	4,848	4,980	
4	(7)3	4,619	4,698	4,810	4,922	5,037	5,258	
5	(8)4	4,683	4,780	4,928	5,075	5,226	5,536	
6	(9)5	4,746	4,862	5,045	5,227	5,414	5,815	
7	(10)6	4,810	4,944	5,162	5,379	5,693	6,093	
8	(11)7	4,878	5,062	5,378	5,693	6,018	6,372	
9	8	4,951	5,138	5,460	5,781	6,109	6,670	
10	9	5,000	5,190	5,514	5,836	6,169	7,025	
11	10	5,000	5,190	5,514	5,836	6,169	7,375	
12	11	5,000	5,190	5,514	5,836	6,169	7,486	
13	12	5,000	5,190	5,514	5,836	6,169	7,486	
14	13	5,000	5,190	5,514	5,836	6,169	7,486	
15	14	5,000	5,190	5,514	5,836	6,169	7,486	
16	15	5,000	5,190	5,514	5,836	6,169	7,486	
16th Year Service Increment (Monthly Additive)*****								
		250.00	260.00	276.00	292.00	308.00	374.00	
21st Year Service Increment (Monthly Additive)*****								
		250.00	260.00	276.00	292.00	308.00	374.00	

* An employee must serve three-fourths of a year or more to qualify for the next step.

** Semester hours.

*** The Dr.'s Degree includes a 5% increment (Annual Additive), effective 9/1/95.

**** Double line indicates maximum limits for initial employment.

***** A service increment of 5% calculated on the maximum regular step (not longevity service increment steps) of each column payable after 15 years of full time service in the PASADENA UNIFIED SCHOOL DISTRICT is added to the basic salary, subject to favorable work performance evaluation. The 15-year increment is a flat amount without regard to number of months served.

***** A service increment of 5% calculated on the maximum regular step (not longevity service increment steps) of each column payable after 20 years of full time service in the PASADENA UNIFIED SCHOOL DISTRICT is added to the basic salary, subject to favorable work performance evaluation. The 20-year increment is a flat amount without regard to number of months served.

Salary schedule C-1 is used for teachers who hold the California Clear or Preliminary Credential or who hold full certification in another state.

A stipend of \$2,500 will be paid to teachers, holding National Board Certification issued by the National Board for Professional Teaching Standards; nurses holding national board certification issued by the Pediatric Nurse Certification Board, American Nurses Credentialing Center, American Academy of Nurse Practitioners and the National Board Certification of School Nurses; and language, speech and hearing specialist holding a Certificate of Clinical Competence issued by the American Speech-Language Hearing Association. The stipends shall be paid at the rate of \$250 per month.

Education Code Section 45041 provides that certificated employees have their annual salary adjusted for absences based on the number of days required to be served in a contract year. Yearly salary to be paid will reflect these adjustments.

EXHIBIT "1"

**PASADENA UNIFIED SCHOOL DISTRICT
 CERTIFICATED SALARY SCHEDULE (C-1#)
 11 Months (service) paid over 12 (payroll) months
 Effective January 1, 2016 - June 30, 2018 (6% Raise)
 GRANDFATHERED SCHEDULE**

1. Provisions of the salary schedule apply to all certificated K-12 teachers in contract assignments and Early Childhood Certificated Teachers.
2. New employees are granted schedule placement credit for years of experience. Some types of non-school work experience directly related to the assignment, and/or active military service may also be considered for salary placement. Column (Class) placement is based on the number of semester units or credits beyond the BA conferral date entered on official transcripts. Initial salary placement for teachers with 0 or 1 year of experience is 5(1)#. Maximum initial step placement is at 11(7)# for teachers with seven or more years of previous service.

PREV SVC YRS	STEP*	CLASS A	CLASS B	CLASS C	CLASS D	CLASS E	CLASS F	DR'S
		BA	BA + 18	BA + 36	BA + 54	BA + 60 Inc. MA or Earned Dr**	BA + 75 Inc. MA or Earned Dr**	DEGREE ***
0,1								
2	(5)1	4,529	4,572	4,614	4,656	4,698	4,740	
3	(6)2	4,594	4,654	4,732	4,810	4,888	5,021	
4	(7)3	4,658	4,737	4,850	4,964	5,079	5,302	
5	(8)4	4,722	4,819	4,968	5,117	5,269	5,583	
6	(9)5	4,786	4,902	5,087	5,271	5,459	5,863	
7	(10)6	4,850	4,984	5,205	5,425	5,742	6,144	
8	(11)7	4,918	5,104	5,423	5,742	6,069	6,425	
9	8	4,993	5,181	5,506	5,829	6,159	6,726	
10	9	5,042	5,232	5,560	5,886	6,220	7,083	
11	10	5,042	5,232	5,560	5,886	6,220	7,437	
12	11	5,042	5,232	5,560	5,886	6,220	7,548	
13	12	5,042	5,232	5,560	5,886	6,220	7,548	
14	13	5,042	5,232	5,560	5,886	6,220	7,548	
15	14	5,042	5,232	5,560	5,886	6,220	7,548	
16	15	5,042	5,232	5,560	5,886	6,220	7,548	
16th Year Service Increment (Monthly Additive)*****		252.00	262.00	278.00	294.00	311.00	377.00	
21st Year Service Increment (Monthly Additive)*****		252.00	262.00	278.00	294.00	311.00	377.00	

* An employee must serve three-fourths of a year or more to qualify for the next step.

** Semester hours.

*** The Dr.'s Degree includes a 5% increment (Annual Additive), effective 9/1/95.

**** Double line indicates maximum limits for initial employment.

***** A service increment of 5% calculated on the maximum regular step (not longevity service increment steps) of each column payable after 15 years of full time service in the PASADENA UNIFIED SCHOOL DISTRICT is added to the basic salary, subject to favorable work performance evaluation. The 15-year increment is a flat amount without regard to number of months served.

***** A service increment of 5% calculated on the maximum regular step (not longevity service increment steps) of each column payable after 20 years of full time service in the PASADENA UNIFIED SCHOOL DISTRICT is added to the basic salary, subject to favorable work performance evaluation. The 20-year increment is a flat amount without regard to number of months served.

Salary schedule C-1 is used for teachers who hold the California Clear or Preliminary Credential or who hold full certification in another state.

A stipend of \$2,500 will be paid to teachers, holding National Board Certification issued by the National Board for Professional Teaching Standards; nurses holding national board certification issued by the Pediatric Nurse Certification Board, American Nurses Credentialing Center, American Academy of Nurse Practitioners and the National Board Certification of School Nurses; and language, speech and hearing specialist holding a Certificate of Clinical Competence issued by the American Speech-Language Hearing Association. The stipends shall be paid at the rate of \$250 per month.

Education Code Section 45041 provides that certificated employees have their annual salary adjusted for absences based on the number of days required to be served in a contract year. Yearly salary to be paid will reflect these adjustments.

EXHIBIT "2"

**PASADENA UNIFIED SCHOOL DISTRICT
 CERTIFICATED SALARY SCHEDULE (C-2#)
 10 Months paid over 11 Months
 Effective January 1, 2016 - June 30, 2018 (6% Raise)
 GRANDFATHERED SCHEDULE**

1. Provisions of the salary schedule apply to all certificated K-12 teachers in contract assignments and Early Childhood Certificated Teachers.
2. New employees are granted schedule placement credit for years of experience. Some types of non-school work experience directly related to the assignment, and/or active military service may also be considered for salary placement. Column (Class) placement is based on the number of semester units or credits beyond the BA conferral date entered on official transcripts. Initial salary placement for teachers with 0 or 1 year of experience is 5(1)#. Maximum initial step placement is at 11(7)# for teachers with seven or more years of previous service.

PREV SVC YRS	STEP*	CLASS A	CLASS B	CLASS C	CLASS D	CLASS E	CLASS F	DR'S
		BA	BA + 18	BA + 36	BA + 54	BA + 60 Inc. MA or Earned Dr**	BA + 75 Inc. MA or Earned Dr**	DEGREE ***
0,1								
2	(5)1	3,991	4,133	4,275	4,417	4,559	4,701	
3	(6)2	4,117	4,265	4,430	4,594	4,760	4,980	
4	(7)3	4,288	4,406	4,585	4,772	4,962	5,258	
5	(8)4	4,435	4,570	4,740	4,949	5,163	5,536	
6	(9)5	4,581	4,733	4,895	5,127	5,378	5,815	
7	(10)6	4,732	4,897	5,058	5,378	5,693	6,093	
8	(11)7	4,878	5,062	5,378	5,693	6,018	6,372	
9	8	4,951	5,138	5,460	5,781	6,109	6,670	
10	9	5,000	5,190	5,514	5,836	6,169	7,025	
11	10	5,000	5,190	5,514	5,836	6,169	7,375	
12	11	5,000	5,190	5,514	5,836	6,169	7,486	
13	12	5,000	5,190	5,514	5,836	6,169	7,486	
14	13	5,000	5,190	5,514	5,836	6,169	7,486	
15	14	5,000	5,190	5,514	5,836	6,169	7,486	
16	15	5,000	5,190	5,514	5,836	6,169	7,486	
Increment (Monthly Additive)*****		250.00	260.00	276.00	292.00	308.00	374.00	
Increment (Monthly Additive)*****		250.00	260.00	276.00	292.00	308.00	374.00	

* An employee must serve three-fourths of a year or more to qualify for the next step.

** Semester hours.

*** The Dr.'s Degree includes a 5% increment (Annual Additive), effective 9/1/95.

**** Double line indicates maximum limits for initial employment.

***** A service increment of 5% calculated on the maximum regular step (not longevity service increment steps) of each column payable after 15 years of full time service in the PASADENA UNIFIED SCHOOL DISTRICT is added to the basic salary, subject to favorable work performance evaluation. The 15-year increment is a flat amount without regard to number of months served.

***** A service increment of 5% calculated on the maximum regular step (not longevity service increment steps) of each column payable after 20 years of full time service in the PASADENA UNIFIED SCHOOL DISTRICT is added to the basic salary, subject to favorable work performance evaluation. The 20-year increment is a flat amount without regard to number of months served.

Salary schedule C-1 is used for teachers who hold the California Clear or Preliminary Credential or who hold full certification in another state.

A stipend of \$2,500 will be paid to teachers, holding National Board Certification issued by the National Board for Professional Teaching Standards; nurses holding national board certification issued by the Pediatric Nurse Certification Board, American Nurses Credentialing Center, American Academy of Nurse Practitioners and the National Board Certification of School Nurses; and language, speech and hearing specialist holding a Certificate of Clinical Competence issued by the American Speech-Language Hearing Association. The stipends shall be paid at the rate of \$250 per month.

Education Code Section 45041 provides that certificated employees have their annual salary adjusted for absences based on the number of days required to be served in a contract year. Yearly salary to be paid will reflect these adjustments.

EXHIBIT "3"



Pasadena Unified School District
Human Resources

October 21, 2016

ELECTRONIC SUBMISSION

United Teachers Pasadena
2302 East Washington Blvd
Pasadena, CA. 91104
Attn: Mr. Nash, President

Re: PUSD-UTP Collective Bargaining Agreement 2015-2018 Successor Agreement DRAFT

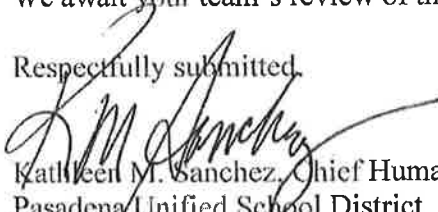
Dear Mr. Nash:

Pasadena Unified School District Human Resources is submitting a draft form of the PUSD-UTP Successor Agreement for the period of July 01, 2015 through June 30, 2018. The document is being submitted in two different formats. The first is a PDF of the entire document including Appendix and Attachment items. The second is a WORD format of the Agreement with PDF versions of the Appendix and Attachment items.

In reviewing the document you will note the changes are in accordance with the PUSD-UTP Negotiations. We do recommend that two inactive Salary Schedules and three antiquated Appendices be removed from the document. The Salary Schedules are C-2# 10.5 months (service) paid over 11 (payroll) months and C-2# 12 months (service) paid over 12 (payroll) months. The Appendices are A-2 Side Letter of Agreement December 10, 1998 Staff Development Buy Back Days, A-3 One Time Bonus dated June 11, 2004 and Appendix H Implementation of Two-Year Term Limit for PAR Panel Members dated May 14, 2010. The listed Appendices are identified by a "removal recommended" watermark. It is recommended that the MOU Counselors on Special Assignment September 12, 2016 be labeled as Appendix H or the information can be embedded within the document.

We await your team's review of the document and any proposed edits.

Respectfully submitted,


Kathleen M. Sanchez, Chief Human Resources Officer
Pasadena Unified School District
351 S. Hudson Avenue
Human Resources - Room 116
Pasadena, CA 91109
Phone (626) 396-3600 x 88779
Email: sanchez.kathleen@pusd.us